

ANNUAL PUBLIC FILE EEO REPORT

KHRR

Call Sign of Station(s): KHRR 6/1/2011-5/31/2012

1. List all full-time job vacancies filled by any station covered by this report during the past year.

No positions were filled from 6/1/2011-5/31/2012

2. For each vacancy listed, attach to this report the relevant and completed Recruitment Source Data Form. **Forms are at the end of the report.**
3. In total, how many interviewees did the station (or station group) interview for all the full-time job vacancies identified in response to Question 1?

n/a

4. In total, how many persons interviewed by the station for any of the above-listed job vacancies were referred to the station from each of the recruitment sources used by the station? Please provide this information in matrix form.

Name of Recruitment Source	Total Number of Interviewees Referred During Year
AZ Broadcasters Association	
Internal	
University of Arizona	
Arizona State University	
Maricopa Community Colleges	
Arizona Republic	
Telemundo News 5 & 10	
NBCU Employee Referral	
nbcunicareers.com	
South Mountain Community College	
Phoenix College	
DeVry University	
ITT Technical Institute	

5. Please summarize the station's (or station group's) broad outreach initiatives during the past year. Please identify each initiative in which the station substantially participated; the date(s) of each initiative; the names and titles of the station personnel who participated in each initiative; and a short summary of the nature and extent of the station's participation in each initiative.

EEO Commercials

Run EEO commercials on our 5p.m. and 10 p.m. local newscasts throughout the year.

These commercials include our website to apply for jobs and our phone number to request information.

Internet Recruiting – The stations post Jobs on-line at the following websites: nbcunicareers.com, gecareers.com, TVJobs.com, <http://www.sbe.org>, www.careerpage.org, www.azbroadcasters.org, jobing.com (where applicable). All on-line ads are directed back to nbcunicareers.com to apply.

Internal Posting – Job openings are posted at each station and are shared with other stations for a broad distribution. Email is also used to distribute job openings internally.

Internal EEO Management Training -- All Telemundo employees are required to complete a course designed to prevent Harassment and Discrimination, training is offered on-line. In addition, employees and managers are nominated to participate in Leadership training and are also required to take online Safety training annually.

Internship Program

We have an active Internship Program for KTAZ and KHRR, Lucia Botello supervise the program. Our internship program provides hands-on experience for students interested in learning the essential skills needed to work in a Television station. The internship program is available for all departments such as news, promotions, production and sales. Interns for the news dept. participate by helping with editing, camera, writing, among other duties assigned by the News Director. They have the opportunity to work and learn from photographers, anchors, editors, news director and everyone in the department. Sales interns shadow the Account Managers and Sales Leaders and learn the process of entering sales order in the system. They learn valuable skills in the sales field that they can use in their future careers.

Internship/Career Fairs

Career Fair: **ASU June Career Mixer** at Arizona State University in Tempe, AZ on June 13, 2011, Lucia Botello (Office Mgr.) attended the career/internship fair. Attendees were provided information about any job openings and also internship opportunities. They were also provided with our company website where job positions are posted and updated on a regular basis. Our job and internship opportunities information sheet was also handed out to attendees that visited our booth.

Career Fair: 2012 Broadcasters Career Fair at Scottsdale Community College in Scottsdale AZ on April 5, 2012, Lucia Botello (Office Mgr.) and Magali Rivera (News Reporter) attended the career fair. Attendees were provided information about any job openings and also internship opportunities. They were also provided with our company website where job positions are posted and updated on a regular basis. Our job and internship opportunities information sheet was also handed out to attendees that visited our booth.

Career Fair: 29th Annual Annenberg Career Connection Job and Internship Fair. Margie Reid Garcia (uman Resources Coordinator), Mary Harris (Content Producer), and Lauren Goodfried (Human Resources Manager) attended on March 29, 2012. Participants were provided with a list of open jobs

and the website where job positions are posted. A flyer with our internship opportunities information sheet was also handed out to attendees that visited our booth.

Career Fair: CCNMA: Latino Journalists of California Journalism Opportunities Conference. Margie Reid Garcia (Human Resources Coordinator), Lauren Goodfried (Human Resources Manager), Shawn Park (Recruiter), and Dionna Muldrow (Campus Relations Specialist) attended on October 20-21, 2011. Participants were provided with a list of open jobs and the website where job positions are posted. A flyer with our internship opportunities information sheet was also handed out to attendees that visited our booth.

Career Fair: Hiring our Heroes Los Angeles. Shawn Park (Recruiter) and Sheila Brown (Recruitment Consultant) attended on July 10, 2011. Participants were provided with a list of open jobs and the website where job positions are posted. A flyer with our internship opportunities information sheet was also handed out to attendees that visited our booth.

Mentoring Program

Telemundo Arizona participated with the Arizona Latino Media Association (ALMA) and the ASU Walter Cronkite School of Journalism. Janet Rodriguez, Video Journalist participated mentoring students, providing hands-on experience, and guidance that will allow students to become successful media professionals. Our station's employment/internship opportunities were also promoted.

Community Events

Telemundo KTAZ TV-39 and Telemundo KHRR TV-40 are committed to providing information, assistance and support to the communities we serve. Throughout the year, we sponsor events open and free of charge to the public. These events provide information about our stations, any job openings and career information is also shared with attendees. In addition, these events offer free services such as mammograms, physical check ups (adults & children), book giveaways and others. The station informs the public of such events by airing psa's and promos with the events' information. Below is a list of events that Telemundo hosted and participated in.

- El Rio Immunizations, Jul 2011
- Raise The Pepper!, October 28, 2011
- Tucson Rodeo Parade, Feb 23, 2012
- El Rio Neighborhood Center Health & Safety Fair, March 31, 2012
- Comcast Cares Day-Tucson, April 21, 2012
- Pima County Fair, Apr 29, 2012